COURSE SYLLABUS

Experienced Leader Certificate Program

Advance your leadership capabilities through targeted training in change management, organizational strategy, and team development. Designed for professionals with five or more years in formal leadership roles.

Group classes (Washington, DC) and onsite training are available for this course.
For more information, email onsite@graduateschool.edu or visit: https://www.graduateschool.edu/certificates/experienced-leader-certificate-program



support@graduateschool.edu •
(888) 744-4723

Course Outline

This package includes these courses

- Leading Strategic Change Course (8 Hours)
- Managing Money, People, and Technology Course (8 Hours)
- Cultivating an Engaging Workplace Course (16 Hours)
- Achieving Organization-Wide Results Course (8 Hours)
- The Impact of Relationships and Coalitions Course (8 Hours)

Attend the AI Change Management in Government class for free as part of this certificate. Choose your date after you register for the program.

Adapting to an AI-Driven Workforce Course

Leading Strategic Change Course

Ideal for senior leaders, this one-day advanced seminar builds expertise in designing, guiding, and evaluating strategic organizational change initiatives. Participants learn how to plan and manage transitions across mission-critical operations.

- Analyze the concepts of change from an organizational viewpoint.
- Create plans for organizational change.
- Apply strategies for leading and managing change.
- Use best practices in evaluating change.

Managing Money, People, and Technology Course

Develop strategies to leverage technology, manage financial resources, and lead high-performing teams in support of the Executive Core Qualification (ECQ) Driving Efficiency.

- Evaluate emerging technologies and their potential applications.
- Apply technology strategically to improve organizational efficiency and effectiveness.
- Discuss responsible and ethical use of technology.
- Apply effective financial management strategies to allocate, track, and oversee federal resources responsibly.
- Use data-informed approaches to justify investments, monitor expenditures, and assess program value.
- Align people, funds, and technology to advance organizational priorities and achieve measurable results.
- Demonstrate strong people management practices that support high-performing teams and effective resource stewardship.

Cultivating an Engaging Workplace Course

Learn strategies to build trust, support professional development, and resolve conflict within teams. This two-day advanced course focuses on creating a learning environment that encourages engagement, collaboration, and high performance.

- Promote a positive workplace culture.
- Employ effective strategies for building trust, influence, and relationships.
- Analyze strategies for managing organizational conflict.
- Create comprehensive plans for developing others.
- Analyze approaches for guiding teams and maximizing employee engagement.
- Analyze strategies for creating a learning organization.

Achieving Organization-Wide Results Course

Part of the Experienced Leader curriculum, this course guides managers in translating strategic goals into measurable outcomes. It covers performance measurement, stakeholder alignment, accountability systems, and innovation strategies to elevate organizational effectiveness.

- Analyze the elements of coordination needed to achieve organization-wide results.
- Employ strategies that help everyone understand the “big picture.”
- Strategically plan on an organization-wide level.
- Align organizational unit goals to the strategic plan.
- Apply effective approaches for conducting performance reviews.
- Describe the importance of analyzing progress and adjusting as needed.

The Impact of Relationships and Coalitions Course

Learn how relationships with external stakeholders can advance organizational objectives. Gain practical strategies for building partnerships, managing communication, and aligning coalition goals with broader agency missions.

- Analyze external stakeholders and their impact on organizational outcomes.
- Build and maintain interagency relationships and partnerships.
- Develop communication strategies tailored to vendors, customers, and public audiences.
- Use coalition-building approaches to support collaboration, influence, and shared success.